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ABSTRACT

Data on professional and support personnel are presented, arranged according to the variables of institution type, occupational activity, employment status, and sex. Variables for data on faculty are institution type, academic area, sex, and employment status (full-time, part-time, and full-time equivalent). Salary and fringe benefits data are given for full-time instructional faculty according to contract length, rank, sex, and institution type. (MSE)

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Our Colleges and Universities Today

Volume XIII, Number 7

Faculty and Other Personnel
at Pennsylvania Institutions of Higher Education
1975-76

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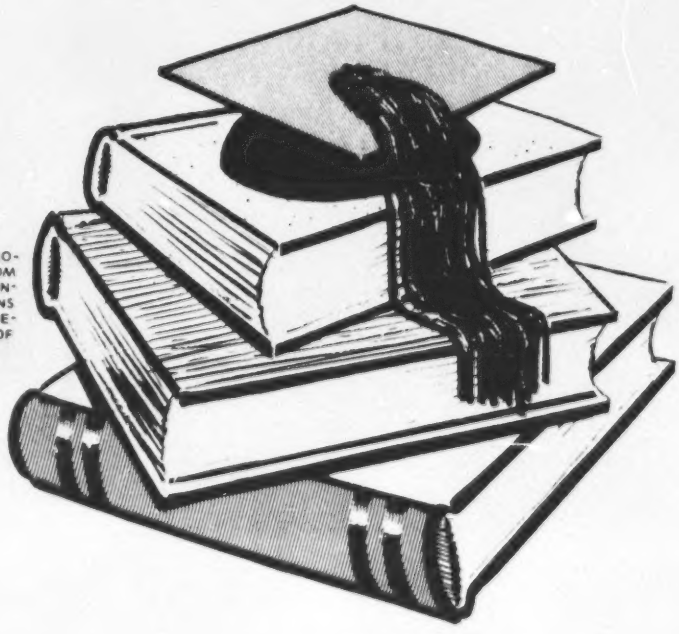

Pennsylvania Department of Education 1976

Faculty and Other Personnnel at at Pennsylvania Institutions of Higher Education 1975-76

3

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Pennsylvania Department of Education
1976

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HIGHLIGHTS

The fall 1975 data on employes indicate:

* an increase of 812 (1.4 per cent) professional employes since 1974.

* that six of 10 professional employes were classified as instructional faculty.

* that since 1970, percentage increases in full-time equivalent enrollments have exceeded those recorded for full-time employes.

* the 36,989 full-time and 19,994 part-time professional employes reported by 188 institutions were equal to 43,097 full-time equivalent employes.

* that in terms of total headcount of employes, there were approximately one and one-half professional employes for each supportive staff person.

The 1975-76 data on faculty salaries and fringe benefits indicate:

* the combined average salary for all full-time instructional faculty on 9-10 month contracts increased 5.8 per cent from $16,135 in 1974-75 to $17,067. Salaries for male faculty members rose 6.0 per cent to $17,762, while those for female faculty members increased 5.0 per cent to $14,523.

* $53.5 million were expended for fringe benefits of all instructional faculty, including those on 9-10 and 11-12 month contracts.

FOREWORD

This publication is the seventh issue of Volume XIII of Our Colleges and Universities Today. The several publications are designed to provide current statistical data and trends at all institutions of higher education in Pennsylvania.

Three institutions--Combs College of Music, Electronic Institutes (Harrisburg) and Erie Business Center--did not respond to any portion of the survey. In addition, five institutions--Grove City College, Mansfield State College, Pennsylvania Junior College of Medical Arts, Philadelphia School of Office Training and Tracey-Warner School--did not respond to that portion of the survey relating to faculty salaries and fringe benefits.

The data were obtained directly from the institutions on forms prepared in the Division of Education Statistics and provided by the National Center for Education Statistics. Appreciation is extended to the responsive and cooperative group of college officials who are assisting in the continuous development of the Department of Education's higher education data system.

Inquiries relative to these data should be directed to the Division of Education Statistics, Bureau of Information Systems, Department of Education, Box 911, Harrisburg, Pennsylvania 17126.

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PART I

PROFESSIONAL AND SUPPORTIVE PERSONNEL, FALL 1975

Data for the fall of 1975 reflected another increase in the number of employes at Pennsylvania's institutions of higher education. In comparison with data from the fall of 1974, the total professional staff count grew by 812 people (1.4 per cent). This growth included 361 full-time and 451 part-time staff members, increases of 1.0 per cent and 2.3 per cent respectively.

In the last 10 years, the total employes, as shown in Table 1, went from 37,275 to 57,059, an increase of over 53 per cent. This gain resulted from a 57.1 per cent change in the number of full-time employes and a 46.1 per cent change in the number of part-time employes. From 1966 to 1969, the percentage increases in the number of full-time employes were ahead of those gains recorded for full-time equivalent enrollments; however, since 1970, that pattern has changed. From 1970 to the present, the per cent of growth in FTE enrollments has exceeded that recorded in full-time employes (Figure 1).

Nearly six of 10 professional employes were classified as instructional faculty. This means that of the 56,983 professionals reported by 188 institutions, 33,895 were included in that category. In addition to this group of employes, 10.4 per cent were listed as executive, administrative and management; 1.9 per cent were organized research faculty; 11.4 per cent were teaching assistants and associates; and 16.8 per cent were classified as "other." Although the overall ratio of male employes to female employes was nearly three to one, the number of females did, on a percentage basis, exceed the number of men in the areas of executive, administrative and management, teaching assistants and associates and "other."

On a full-time equivalent basis, the 36,989 full-time and 19,994 part-time employes were equal to 43,097 staff members. Full-time equivalencies are determined

by equating the workload of each part-time employe to the average workload of a full-time employe. For example, five part-time instructional faculty members, each of whom is teaching one course, would be equivalent to one full-time faculty member if the average full-time faculty load were five courses.

Supportive staff members totaled 35,758, including 29,172 full-time and 6,586 part-time employes. On an FTE basis, these employes were equivalent to 31,739 full-time workers. In terms of total headcount of employes, there were approximately one and one-half professionals for each supportive person. On an FTE basis, this ratio dropped slightly to 1.35 to 1.

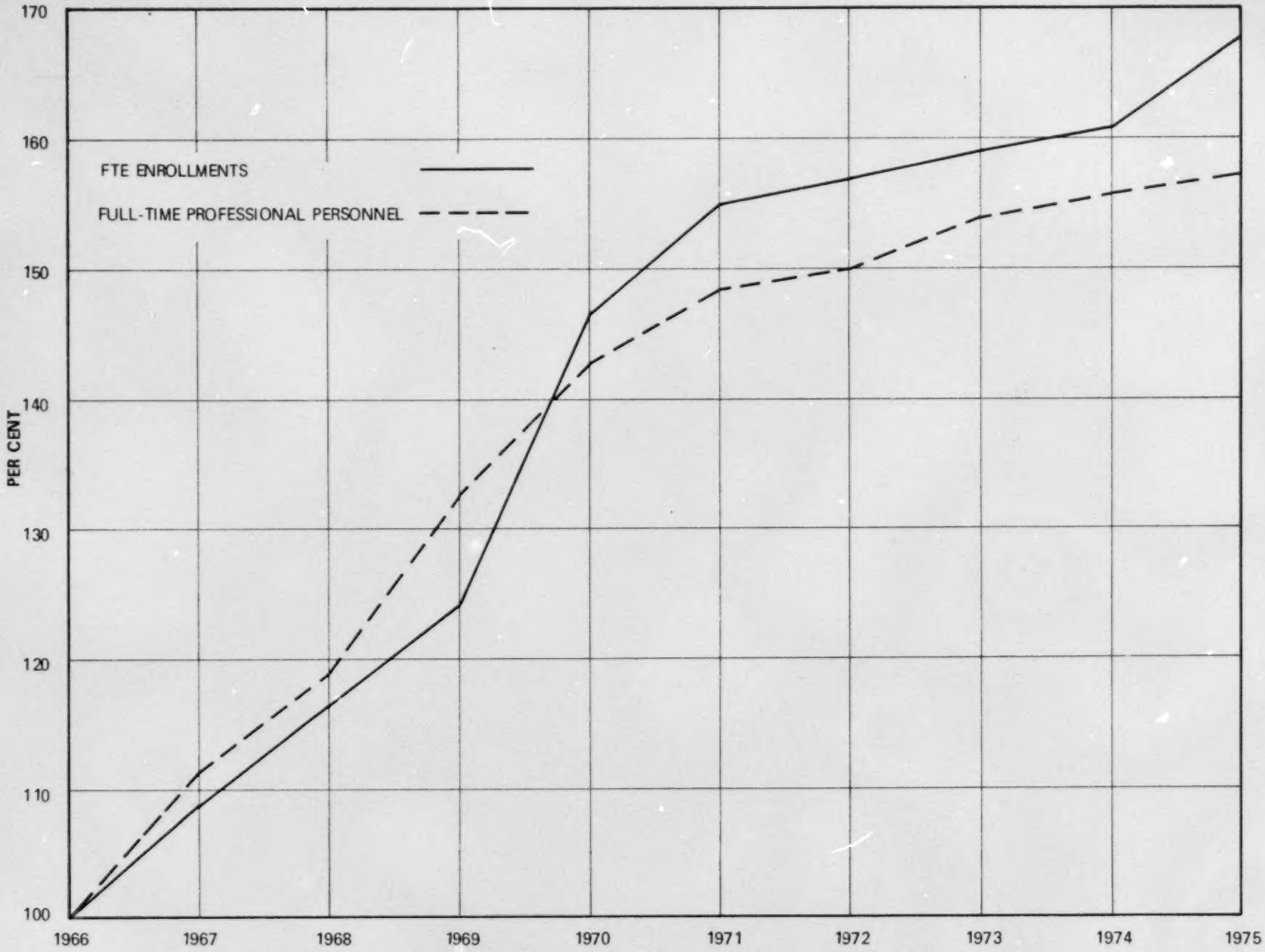

FIGURE 1–COMPARISON OF INCREASES IN FULL-TIME PROFESSIONAL PERSONNEL TO FULL-TIME EQUIVALENT ENROLLMENT, 1966-1975 (1966 = 100 PER CENT)

TABLE 1

PROFESSIONAL PERSONNEL BY INSTITUTIONAL CATEGORY, FALL 1966--1975

	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
Total, All Institutions	37 275	41 869	43 911	50 215	54 482	54 088	51 619	54 054	56 247[a/]	57 059
Full-Time	23 559	26 190	27 906	31 274	33 576	34 985	35 337	36 279	36 661[a/]	37 022
Part-Time	13 716	15 679	16 005	18 941	20 906	19 103	16 282	17 775	19 586	20 037
State-Owned Institutions	3 218	3 569	4 174	4 784	4 976	5 106	5 378	5 343	5 483[a/]	5 220
Full-Time	3 116	3 402	3 850	4 396	4 599	4 752	4 870	4 868	4 936[a/]	5 018
Part-Time	102	167	324	388	377	354	508	475	547	202
State-Related Commonwealth Universities	13 800	15 799	15 432	20 466	23 165	20 017	18 443	20 150	21 545	21 168
Full-Time	7 352	8 320	8 804	11 056	12 186	12 690	12 862	13 424	13 491	13 366
Part-Time	6 448	7 479	6 628	9 410	10 979	7 327	5 581	6 726	8 054	7 802
Community Colleges	613	1 335	2 084	2 461	2 684	3 131	3 085	3 202	3 425	4 112
Full-Time	472	889	1 335	1 629	1 767	2 021	2 169	2 146	2 207	2 386
Part-Time	141	446	749	832	917	1 110	916	1 056	1 218	1 726
Private State-Aided Institutions	8 295	8 450	8 455	8 533	8 956	10 212	9 360	9 848	10 [illegible]	10 815
Full-Time	4 421	4 569	4 017	4 109	4 378	4 166	4 392	4 602	[illegible] 958	5 022
Part-Time	3 874	3 881	4 438	4 424	4 578	6 046	4 968	5 246	5 386	5 793
Private Colleges and Universities	10 231	11 633	12 564	13 035	13 770	14 147	13 758	13 902	13 826	13 967
Full-Time	7 385	8 228	9 039	9 418	9 972	10 266	9 845	10 100	9 963	10 049
Part-Time	2 846	3 405	3 525	3 617	3 798	3 881	3 913	3 802	3 863	3 918
Theological Seminaries	342	359	421	390	319	352	350	388	351	374
Full-Time	234	269	320	284	240	251	266	259	239	249
Part-Time	108	90	101	106	79	101	84	129	112	125
Private Junior Colleges	776	724	781	546	612	615	550	487	534	634
Full-Time	579	513	541	382	434	435	378	375	316	334
Part-Time	197	211	240	164	178	180	172	162	218	300
Proprietary Schools	-	-	-	-	-	508	695	734	739	769
Full-Time	-	-	-	-	-	404	555	555	551	598
Part-Time	-	-	-	-	-	104	140	179	188	171

a/ Revised data.

NOTE: Includes estimated data for all nonresponding institutions.

TABLE 2

PROFESSIONAL AND SUPPORTIVE PERSONNEL BY OCCUPATIONAL ACTIVITY, INSTITUTIONAL CATEGORY, EMPLOYMENT STATUS AND SEX, FALL 1975

	Total		Full-Time		Part-Time		Total Full-Time Equiv.	
	Men	Women	Men	Women	Men	Women	Men	Women
Total, All Institutions (188)								
Total Professional Staff	41 351	15 632	26 625	10 364	14 726	5 268	31 016	12 081
Executive, Administrative and Management	4 134	1 774	4 016	1 679	118	95	4 020	1 717
Instructional Faculty	26 526	7 369	16 967	4 696	9 559	2 673	19 334	5 572
Organized Research Faculty	956	130	864	113	92	17	830	131
Teaching Assistants and Associates (Instructional and/or Organized Research)	5 569	1 940	263	169	4 306	1 771	1 351	614
Other Professional Staff	5 166	4 419	4 515	3 707	651	712	5 481	4 047
Total Supportive Personnel [a]	35 758		29 172		6 586		31 739	
State-Owned Institutions (14)								
Total Professional Staff	4 026	1 194	3 894	1 124	132	70	3 930	1 153
Executive, Administrative and Management [b]	439	83	438	81	1	2	437	83
Instructional Faculty	3 359	912	3 244	862	115	50	3 207	869
Organized Research Faculty	-	-	-	-	-	-	-	-
Teaching Assistants and Associates (Instructional and/or Organized Research)	-	-	-	-	-	-	-	-
Other Professional Staff	228	199	212	181	16	18	286	201
Total Supportive Personnel [a]	4 447		4 406		41		4 431	
State-Related Commonwealth Universities (4)								
Total Professional Staff	15 007	6 161	9 432	3 934	5 575	2 227	10 905	4 559
Executive, Administrative and Management	971	377	953	347	18	30	932	350
Instructional Faculty	6 839	1 570	4 596	1 124	2 243	446	4 759	1 224
Organized Research Faculty	787	105	717	93	70	12	659	107
Teaching Assistants and Associates (Instructional and/or Organized Research)	2 883	1 246	54	27	2 829	1 219	632	283
Other Professional Staff	3 527	2 863	3 112	2 343	415	520	3 923	2 595
Total Supportive Personnel [a]	12 428		9 526		2 902		10 581	
Community Colleges (14)								
Total Professional Staff	2 685	1 427	1 564	822	1 121	605	1 903	1 022
Executive, Administrative and Management	385	129	379	126	6	3	382	127
Instructional Faculty	2 181	1 169	1 069	582	1 112	587	1 404	775
Organized Research Faculty	1	-	1	-	-	-	1	-
Teaching Assistants and Associates (Instructional and/or Organized Research)	18	36	18	28	-	8	18	31
Other Professional Staff	100	93	97	86	3	7	98	89
Total Supportive Personnel [a]	1 529		1 335		194		1 410	
Private State-Aided Institutions (13)								
Total Professional Staff	8 554	2 261	3 693	1 329	4 861	932	5 102	1 621
Executive, Administrative and Management	608	321	577	307	31	14	584	314
Instructional Faculty	6 248	1 004	2 484	470	3 764	534	3 574	650
Organized Research Faculty	62	18	46	15	16	3	55	16
Teaching Assistants and Associates (Instructional and/or Organized Research)	987	352	7	10	980	342	284	103
Other Professional Staff	649	566	579	527	70	39	605	538
Total Supportive Personnel [a]	6 826		4 854		1 972		5 526	
Private Colleges and Universities (81)								
Total Professional Staff	9 900	4 025	7 265	2 772	2 635	1 253	8 248	3 268
Executive, Administrative and Management	1 489	771	1 455	731	34	40	1 463	753
Instructional Faculty	7 047	2 329	5 071	1 429	1 976	900	5 755	1 763
Organized Research Faculty	105	7	99	5	6	2	114	8
Teaching Assistants and Associates (Instructional and/or Organized Research)	671	288	178	92	493	196	409	181
Other Professional Staff	588	630	462	515	126	115	507	563
Total Supportive Personnel [a]	9 981		8 619		1 362		9 293	

TABLE 2

PROFESSIONAL AND SUPPORTIVE PERSONNEL BY OCCUPATIONAL ACTIVITY, INSTITUTIONAL CATEGORY, EMPLOYMENT STATUS AND SEX, FALL 1975--Concluded

	Total		Full-Time		Part-Time		Total Full-Time Equiv.	
	Men	Women	Men	Women	Men	Women	Men	Women
Theological Seminaries (17)								
Total Professional Staff	344	30	229	20	115	10	271	25
Executive, Administrative and Management	74	7	65	6	9	1	67	7
Instructional Faculty	247	10	159	4	88	6	191	6
Organized Research Faculty	-	-	-	-	-	-	-	-
Teaching Assistants and Associates (Instructional and/or Organized Research)	2	1	-	-	2	1	1	1
Other Professional Staff	21	12	5	10	16	2	12	11
Total Supportive Personnel a/	183		145		38		166	
Private Junior Colleges (11)								
Total Professional Staff	368	266	165	169	203	97	237	203
Executive, Administrative and Management	58	41	51	41	7	-	53	41
Instructional Faculty	284	176	91	90	193	86	160	119
Organized Research Faculty	1	-	1	-	-	-	1	-
Teaching Assistants and Associates (Instructional and/or Organized Research)	-	4	-	2	-	2	-	3
Other Professional Staff	25	45	22	36	3	9	23	40
Total Supportive Personnel a/	221		175		46		202	
Proprietary Schools (34)								
Total Professional Staff	467	268	383	197	84	71	420	230
Executive, Administrative and Management	110	45	98	40	12	5	102	42
Instructional Faculty	321	199	253	135	68	64	284	166
Organized Research Faculty	-	-	-	-	-	-	-	-
Teaching Assistants and Associates (Instructional and/or Organized Research)	8	13	6	10	2	3	7	12
Other Professional Staff	28	11	26	9	2	2	27	10
Total Supportive Personnel a/	143		112		31		130	

a/ The survey form did not provide for a breakdown by sex of the supportive personnel. The number reported was the total under each heading.

b/ Includes the president, state college and university managers, faculty managers, state college and university administrators and faculty administrators.

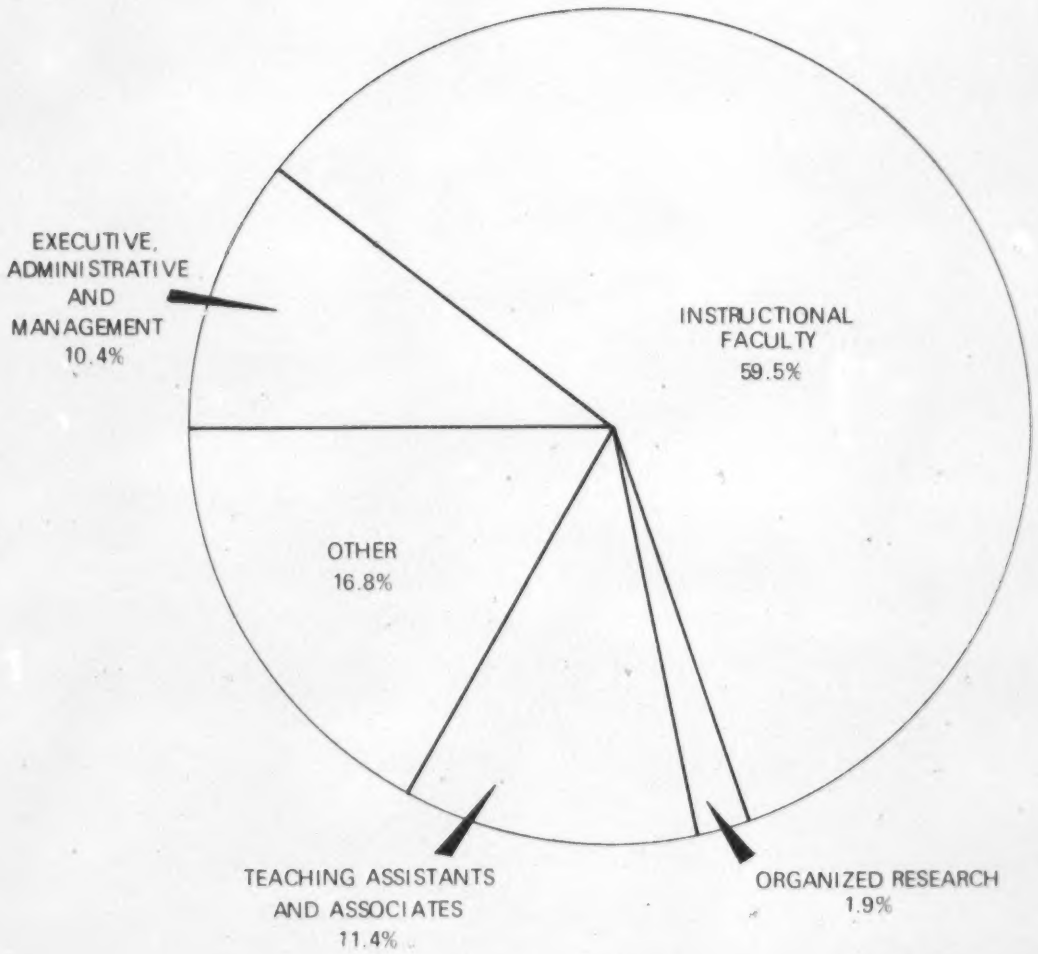

FIGURE 2–PROFESSIONAL PERSONNEL BY OCCUPATIONAL ACTIVITY, FALL 1975

FIGURE 3–PROFESSIONAL PERSONNEL BY EMPLOYMENT STATUS AND SEX, FALL 1975

TABLE 3

PROFESSIONAL EMPLOYES BY EMPLOYMENT STATUS, SEX AND INSTITUTION, FALL 1975

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
Total, All Institutions (188)	41 351	15 632	26 625	10 564	14 726	5 268	31 016	12 081
State-Owned Institutions (14)	4 026	1 194	3 894	1 124	132	70	3 930	1 153
Bloomsburg State College	276	65	268	61	8	4	272	61
California State College	313	60	312	60	1	-	313	60
Cheyney State College	158	62	157	62	1	-	157	62
Clarion State College	261	79	255	73	6	6	257	76
East Stroudsburg State College	197	67	189	63	8	4	191	65
Edinboro State College	419	81	407	79	12	2	411	79
Indiana University of Pennsylvania	498	161	489	154	9	7	492	157
Kutztown State College	262	79	251	74	11	5	255	76
Lock Haven State College	153	51	153	47	-	4	153	49
Mansfield State College	224	69	207	67	17	2	212	68
Millersville State College	280	87	268	80	12	7	271	83
Shippensburg State College	296	67	282	59	14	8	281	62
Slippery Rock State College	295	97	279	87	16	10	281	91
West Chester State College	394	169	377	158	17	11	384	164
State-Related Commonwealth Universities (4)	15 007	6 161	9 432	3 934	5 575	2 227	10 905	4 559
Lincoln University	126	45	111	41	15	4	119	43
The Pennsylvania State University	7 159	2 332	4 761	1 308	2 398	1 024	5 487	1 629
Temple University	2 861	1 710	2 225	1 375	636	335	2 437	1 447
University of Pittsburgh	4 861	2 074	2 335	1 210	2 526	864	2 862	1 400
Community Colleges (14)	2 685	1 427	1 564	822	1 121	605	1 903	1 022
Bucks County Community College	255	155	155	76	100	79	181	101
Butler County Community College	91	39	45	26	46	13	58	29
Community College of Allegheny County	521	305	289	166	232	139	373	223
Community College of Beaver County	85	77	46	36	39	41	66	56
Community College of Philadelphia	382	250	232	141	150	109	264	166
Delaware County Community College	202	101	97	45	105	56	135	60
Harrisburg Area Community College	178	89	124	43	54	16	139	47
Lehigh County Community College	101	57	65	40	36	17	74	45
Luzerne County Community College	104	27	61	18	43	9	73	22
Montgomery County Community College	227	121	112	77	115	44	135	87
Northampton County Area Community College	165	106	87	75	78	31	110	88
Reading Area Community College	42	24	24	17	18	7	30	19
Westmoreland County Community College	138	79	49	40	89	39	83	56
Williamsport Area Community College	194	27	178	22	16	5	182	23
Private State-Aided Institutions (13)	8 554	2 261	3 693	1 329	4 861	932	5 102	1 621
Delaware Valley College of Science and Agriculture	88	12	86	11	2	1	87	12
Dickinson School of Law	33	8	18	5	15	3	21	6
Drexel University	787	203	420	116	367	87	567	154
Hahnemann Medical College	372	104	289	82	83	22	253	80
Medical College of Pennsylvania	286	139	106	71	180	68	140	82
Pennsylvania College of Optometry	87	10	48	7	39	3	63	8
Pennsylvania College of Podiatric Medicine	118	11	33	7	85	4	52	9
Philadelphia College of Art	122	47	78	20	44	27	92	27
Philadelphia College of Osteopathic Medicine	430	43	69	18	361	25	114	25
Philadelphia College of Textiles and Science	128	33	79	14	49	19	91	21
Philadelphia Musical Academy	70	22	24	2	46	20	36	6
Thomas Jefferson University	1 391	228	254	135	1 137	93	368	144
University of Pennsylvania	4 642	1 401	2 189	841	2 453	560	3 218	1 047
Private Colleges and Universities (81)	9 900	4 025	7 265	2 772	2 635	1 253	8 248	3 268
Academy of the New Church	25	9	15	3	10	6	20	5
Albright College	87	42	79	36	8	6	82	39
Allegheny College	147	57	129	44	18	13	132	49
Allentown College of St. Francis de Sales	58	17	41	9	17	8	46	13
Alliance College	41	18	33	14	8	4	37	16
Alvernia College	54	43	12	27	42	16	28	30
American College of Life Underwriters	47	11	44	10	3	1	45	11
Antioch Graduate School of Education	27	8	9	3	18	5	13	4
Antioch/Philadelphia	12	11	5	6	7	5	8	9
Baptist Bible College	47	12	43	6	4	6	44	9
Beaver College	61	45	39	31	22	14	50	38

TABLE 3

PROFESSIONAL EMPLOYEES BY EMPLOYMENT STATUS, SEX AND INSTITUTION, FALL 1975--Continued

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
Private Colleges and Universities--Concluded								
Bryn Mawr College	144	177	115	120	29	57	122	137
Bucknell University	266	79	231	62	35	17	243	71
Cabrini College	28	41	16	27	12	14	19	30
Carlow College	48	95	30	66	18	29	36	76
Carnegie-Mellon University	840	204	653	146	187	58	715	166
Cedar Crest College	55	52	42	39	13	13	46	44
Chatham College	49	62	41	40	8	22	45	51
Chestnut Hill College	32	85	12	60	20	25	18	71
College Misericordia	45	85	34	65	11	20	43	75
Curtis Institute of Music	52	42	3	14	49	28	20	23
Dickinson College	147	43	145	37	2	6	146	39
Drexel University	19	6	9	5	10	1	14	5
Duquesne University	532	233	347	123	185	110	434	190
Eastern College	69	31	42	19	27	12	45	25
Elizabethtown College	139	52	119	28	20	24	125	37
Franklin and Marshall College	182	34	169	30	13	4	175	32
Gannon College	248	35	145	18	103	17	174	23
Geneva College	91	38	73	21	18	17	75	27
Gettysburg College	175	46	165	29	10	17	167	37
Gratz College	31	15	13	1	18	14	22	8
Grove City College	108	30	107	27	1	3	107	29
Gwynedd-Mercy College	24	88	8	71	16	17	12	76
Haverford College	89	41	83	30	6	11	87	34
Holy Family College	37	59	10	43	27	16	19	48
Immaculata College	22	59	11	47	11	12	16	52
Juniata College	98	47	89	21	9	26	92	26
King's College	126	9	109	6	17	3	113	7
Lafayette College	197	32	191	25	6	7	194	30
Lancaster Bible College	28	9	24	8	4	1	27	8
LaRoche College	33	42	12	33	21	9	20	36
LaSalle College	477	66	221	32	256	34	303	42
Lebanon Valley College	98	32	77	24	21	8	82	26
Lehigh University	768	128	488	70	280	58	625	98
Lycoming College	97	19	86	15	11	4	89	17
Marywood College	102	133	69	107	33	26	79	116
Mercyhurst College	102	59	74	35	28	24	81	43
Messiah College	75	27	53	12	22	15	59	18
Moore College of Art	51	45	30	31	21	14	38	35
Moravian College	115	47	83	28	32	19	91	34
Muhlenberg College	125	41	106	29	19	12	114	35
New School of Music	26	19	6	3	20	16	16	10
Northeast Bible College	18	5	14	2	4	3	15	3
Our Lady of Angels College	22	56	6	44	16	12	12	40
Philadelphia College of Bible	46	14	45	10	1	4	46	12
Philadelphia College of Pharmacy and Science	109	26	61	17	48	9	85	22
Point Park College	89	38	69	28	20	10	84	33
Reconstructionist Rabbinical College	14	1	5	1	9	-	9	1
Robert Morris College	147	60	97	45	50	15	113	52
Rosemont College	41	72	24	46	17	26	28	55
St. Fidelis College	13	2	8	-	5	2	10	-
St. Francis College	107	25	96	18	13	7	100	21
St. Joseph's College	352	81	169	48	183	33	231	59
St. Vincent College	122	3	85	3	37	-	96	3
Seton Hill College	29	81	19	52	10	29	23	65
Spring Garden College	83	19	62	13	21	6	76	15
Susquehanna University	120	33	115	27	5	6	117	30
Swarthmore College	157	71	150	53	7	18	153	63
Thiel College	78	24	73	21	5	3	75	22
United Wesleyan College	13	5	11	3	2	2	11	4
University of Scranton	214	28	158	17	56	11	173	21
Ursinus College	78	29	65	24	13	5	70	25
Villa Maria College	17	80	11	64	6	16	13	68
Villanova University	578	223	473	185	105	38	500	202
Washington and Jefferson College	120	11	116	9	4	2	117	11
Waynesburg College	80	18	71	14	9	4	73	15
Westminster College	135	41	117	30	18	11	124	34
Widener College	205	86	110	60	95	26	151	68
Wilkes College	159	54	133	48	26	6	144	51
Wilson College	33	36	33	34	-	2	33	34
York College	125	43	81	20	44	23	92	27

TABLE I

PROFESSIONAL EMPLOYES BY EMPLOYMENT STATUS, SEX AND INSTITUTION, FALL 1975--Concluded

	Total		Full-Time		Part-Time		Total Full-Time Equivalent	
	Men	Women	Men	Women	Men	Women	Men	Women
Theological Seminaries (17)	344	30	229	20	115	10	271	25
Biblical School of Theology	15	-	12	-	3	-	15	-
Christ the Saviour Seminary	7	1	1	-	6	1	3	-
Eastern Baptist Theological Seminary	42	3	16	2	26	1	23	3
Evangelical School of Theology	18	-	5	-	13	-	9	-
Faith Theological Seminary	10	1	10	1	-	-	10	1
Lancaster Theological Seminary	28	3	16	3	12	-	20	3
Lutheran Theological Seminary--Gettysburg	23	3	21	2	2	1	21	3
Lutheran Theological Seminary--Philadelphia	20	2	20	2	-	-	20	2
Mary Immaculate Seminary and College	11	-	9	-	2	-	9	-
Moravian Theological Seminary	8	-	6	-	2	-	7	-
Pittsburgh Theological Seminary	30	4	28	3	2	1	30	4
Reformed Presbyterian Theological Seminary	6	1	4	1	2	-	5	1
St. Charles Borromeo Seminary	53	8	29	5	24	3	40	6
St. Francis Seminary	25	2	20	-	5	2	22	1
St. Vincent Seminary	16	1	6	-	10	1	9	-
Theological Seminary of the Reformed Episcopal Church	7	-	5	-	2	-	6	-
Westminster Theological Seminary	25	1	21	1	4	-	22	1
Private Junior Colleges (11)	368	266	165	169	203	97	237	203
Cushing Junior College	6	25	6	15	-	10	6	20
Harcum Junior College	32	54	17	37	15	17	22	43
Keystone Junior College	44	31	21	21	3	10	42	26
Lackawanna Junior College	93	17	14	9	79	8	44	12
Manor Junior College	28	20	1	9	27	11	6	10
Mount Aloysius Junior College	13	50	10	42	3	8	11	44
Northeastern Christian Junior College	24	12	11	5	13	7	15	8
Peirce Junior College	80	39	38	29	42	10	57	32
Pennsylvania Junior College of Medical Arts	9	11	5	-	4	11	7	3
Pinebrook Junior College	12	6	8	1	4	5	9	2
Valley Forge Military Junior College	27	1	14	1	13	-	18	1
Proprietary Schools (34)	467	268	383	194	84	74	420	230
Allentown Business School	7	12	1	6	6	6	4	9
Altoona School of Commerce	6	4	6	3	2	1	6	4
Art Institute of Pittsburgh	53	29	43	19	10	10	50	24
Cambria-Rowe Business College	4	7	2	7	2	-	3	7
Central Pennsylvania Business School	20	26	18	26	2	2	19	25
Churchman Business College	13	3	7	2	6	1	9	2
Dean Institute of Technology, Inc.	36	6	17	4	17	2	25	5
DuBois Business College	6	4	2	4	4	-	5	4
Duff's Business Institute	7	24	6	16	1	8	6	23
Electronic Institutes--Pittsburgh	18	-	18	-	-	-	18	-
ICM School of Business	29	15	27	15	2	-	27	15
ICS Center for Degree Studies	36	16	36	15	-	1	36	16
Johnson School of Technology	21	-	19	-	2	-	20	-
Keystone Secretarial and Business Administration School	4	12	1	8	3	4	2	9
Levitan School, Inc.	3	7	2	4	1	3	3	5
Lincoln Technical Institute	19	1	18	1	1	-	18	1
Lyons Technical Institute	6	-	5	-	1	-	5	-
McCann School of Business	1	5	1	5	-	-	1	5
New Castle Business College	6	6	5	2	1	4	5	4
New Kensington Commercial School	6	10	6	6	-	4	6	9
Penn Commercial	6	5	5	5	1	-	5	5
Penn Technical Institute	25	2	23	2	2	-	24	2
Pennco Institutes, Inc.	4	-	3	-	1	-	4	-
Philadelphia School of Office Training	7	14	2	9	5	5	5	12
Pittsburgh Institute of Aeronautics	19	1	17	1	2	-	18	1
Pittsburgh Technical Institute	6	2	6	2	-	-	6	2
Thompson Institute	9	13	7	7	2	6	8	10
Tracey-Warner School of Fashion Design	5	10	3	8	2	2	3	8
Triangle Institute of Technology	32	1	27	1	5	-	29	1
Vale Technical Institute, Inc.	27	1	26	1	1	-	26	1
Wheeler School	1	20	1	8	-	12	1	11
Wilkes-Barre Business College	3	5	3	4	-	1	3	4
Williamson Free School of Mechanical Trades	18	4	17	2	1	2	17	3
Williamsport School of Commerce	4	3	3	3	1	-	3	3

TABLE 4

PROFESSIONAL EMPLOYES BY OCCUPATIONAL ACTIVITY, EMPLOYMENT STATUS AND INSTITUTION, FALL 1975

	Executive, Administrative and Management		Instructional Faculty		Organized Research Faculty		Teaching Assistants and Associates (Instructional and/or Organized Research)		Others	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Total, All Institutions (188)	5 695	213	21 663	12 232	977	109	432	6 077	8 222	1 363
State-Owned Institutions (14)	519 [a]	3 [a]	4 106	165	-	-	-	-	393	34
Bloomsburg State College	39	-	270	11	-	-	-	-	20	1
California State College	37	-	302	1	-	-	-	-	33	-
Cheyney State College	15	-	183	1	-	-	-	-	21	-
Clarion State College	32	-	261	9	-	-	-	-	35	3
East Stroudsburg State College	30	-	202	12	-	-	-	-	20	-
Edinboro State College	48	-	408	14	-	-	-	-	30	-
Indiana University of Pennsylvania	68	1	538	12	-	-	-	-	37	3
Kutztown State College	39	1	262	14	-	-	-	-	24	1
Lock Haven State College	25	-	162	1	-	-	-	-	13	3
Mansfield State College	33	-	204	19	-	-	-	-	37	-
Millersville State College	33	-	280	17	-	-	-	-	35	2
Shippensburg State College	42	-	272	4	-	-	-	-	27	18
Slippery Rock State College	38	1	308	24	-	-	-	-	19	1
West Chester State College	39	-	454	26	-	-	-	-	42	2
State-Related Commonwealth Universities (4)	1 300	48	5 720	2 689	810	82	81	4 048	5 455	935
Lincoln University	20	-	87	17	-	-	-	-	45	2
The Pennsylvania State University	299	-	2 626	760	413	64	11	2 144	2 720	454
Temple University	699	46	1 506	484	-	-	70	214	1 325	227
University of Pittsburgh	282	2	1 501	1 428	397	18	-	1 690	1 365	252
Community Colleges (14)	505	9	1 651	1 699	1	-	46	8	183	10
Bucks County Community College	36	-	169	179	-	-	-	-	26	-
Butler County Community College	10	5	49	54	-	-	-	-	12	-
Community College of Allegheny County	128	2	297	364	-	-	-	-	30	-
Community College of Beaver County	23	-	59	80	-	-	-	-	-	-
Community College of Philadelphia	64	-	266	259	-	-	25	-	18	-
Delaware County Community College	40	-	102	161	-	-	-	-	-	-
Harrisburg Area Community College	20	-	115	70	1	-	9	-	22	-
Lehigh County Community College	25	2	65	48	-	-	-	-	15	3
Luzerne County Community College	16	-	60	51	-	-	-	-	3	1
Montgomery County Community College	23	-	145	154	-	-	-	-	21	5
Northampton County Area Community College	60	-	90	101	-	-	12	8	-	-
Reading Area Community College	11	-	24	25	-	-	-	-	6	-
Westmoreland County Community College	20	-	48	127	-	-	-	-	21	1
Williamsport Area Community College	29	-	162	21	-	-	-	-	9	-
Private State-Aided Institutions (13)	884	45	2 954	4 298	61	19	17	1 322	1 106	109
Delaware Valley College of Science and Agriculture	20	-	77	3	-	-	-	-	-	-
Dickinson School of Law	8	1	12	17	-	-	-	-	3	-
Drexel University	190	12	279	236	5	-	-	168	62	38
Hahnemann Medical College	45	-	288	66	12	3	-	36	26	-
Medical College of Pennsylvania	10	2	148	246	9	-	3	-	7	-
Pennsylvania College of Optometry	16	2	39	40	-	-	-	-	-	-
Pennsylvania College of Podiatric Medicine	17	-	23	89	-	-	-	-	-	-
Philadelphia College of Art	22	-	74	69	-	-	-	-	2	2
Philadelphia College of Osteopathic Medicine	10	1	75	383	1	2	1	-	-	-
Philadelphia College of Textiles and Science	16	-	65	66	1	-	-	-	11	2
Philadelphia Musical Academy	11	-	14	66	-	-	-	-	1	-
Thomas Jefferson University	13	-	137	1 181	33	14	13	11	193	24
University of Pennsylvania	506	27	1 723	1 836	-	-	-	1 107	801	43
Private Colleges and Universities (81)	2 186	74	6 500	2 876	104	8	270	689	977	241
Academy of the New Church	5	1	12	15	-	-	-	-	1	-
Albright College	33	-	82	14	-	-	-	-	-	-
Allegheny College	44	1	118	26	-	-	-	-	11	4
Allentown College of St. Francis de Sales	17	3	33	22	-	-	-	-	-	-
Alliance College	20	-	25	12	-	-	-	-	2	-
Alvernia College	8	-	27	54	-	-	-	-	4	4
American College of Life Underwriters	29	-	6	2	3	1	-	-	16	1
Antioch Graduate School of Education	11	-	-	22	-	-	-	-	1	1
Antioch/Philadelphia	6	-	5	12	-	-	-	-	-	-
Baptist Bible College	12	-	34	-	-	-	-	8	3	2
Beaver College	18	-	48	34	-	-	-	-	4	2

TABLE 4

PROFESSIONAL EMPLOYEES BY OCCUPATIONAL ACTIVITY, EMPLOYMENT STATUS AND INSTITUTION, FALL 1975--Continued

	Executive, Administrative and Management		Instructional Faculty		Organized Research Faculty		Teaching Assistants and Associates (Instructional and/or Organized Research)		Others	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Private Colleges and Universities--Concluded										
Bryn Mawr College	42	1	156	37	-	-	-	37	37	11
Bucknell University	82	7	211	11	-	-	-	34	-	-
Cabrini College	9	1	27	25	-	-	-	-	7	-
Carlow College	18	-	41	24	-	-	6	-	31	23
Carnegie-Mellon University	143	4	455	107	71	1	67	127	63	6
Cedar Crest College	6	-	51	23	-	-	-	-	24	3
Chatham College	18	-	52	20	-	-	-	-	11	10
Chestnut Hill College	14	-	46	39	-	-	-	5	12	1
College Misericordia	22	2	77	29	-	-	-	-	-	-
Curtis Institute of Music	16	3	1	74	-	-	-	-	-	-
Dickinson College	42	-	133	8	-	-	-	-	7	-
Drexel University	6	-	5	6	1	2	-	2	2	1
Duquesne University	90	-	307	166	-	-	-	110	73	19
Eastern College	20	1	27	30	-	-	-	-	14	8
Elizabethtown College	46	-	101	36	-	-	-	8	-	-
Franklin and Marshall College	75	-	124	17	-	-	-	-	-	-
Gannon College	54	2	105	118	-	-	2	-	2	-
Geneva College	19	-	60	35	-	-	-	-	15	-
Gettysburg College	51	5	143	22	-	-	-	-	-	-
Gratz College	4	-	10	32	-	-	-	-	-	-
Grove City College	20	-	100	4	-	-	-	-	14	-
Gwynedd-Mercy College	28	-	51	29	-	-	-	4	-	-
Haverford College	30	-	69	15	-	-	-	2	14	-
Holy Family College	10	-	39	38	-	-	-	-	6	5
Immaculata College	14	4	40	19	-	-	-	-	4	-
Juniata College	16	1	75	6	-	-	1	26	18	2
King's College	21	-	94	20	-	-	-	-	-	-
Lafayette College	38	-	151	12	-	-	-	-	27	1
Lancaster Bible College	20	2	12	3	-	-	-	-	-	-
LaRoche College	14	-	20	30	-	-	-	-	11	-
LaSalle College	34	-	173	279	-	-	-	-	46	11
Lebanon Valley College	3	-	78	28	-	-	-	-	20	1
Lehigh University	53	-	336	31	28	1	27	254	116	52
Lycoming College	24	-	75	10	-	-	-	-	2	5
Marywood College	59	2	117	57	-	-	-	-	-	-
Mercyhurst College	39	4	70	42	-	-	-	6	-	-
Messiah College	12	-	44	34	-	-	-	-	9	3
Moore College of Art	9	-	44	35	-	-	-	-	8	-
Moravian College	36	-	75	51	-	-	-	-	-	-
Muhlenberg College	30	3	95	24	-	-	-	2	4	2
New School of Music	4	2	5	31	-	-	-	-	-	3
Northeast Bible College	7	-	9	6	-	-	-	1	-	-
Our Lady of Angels College	22	2	28	26	-	-	-	-	-	-
Philadelphia College of Bible	9	-	34	5	-	-	-	-	12	-
Philadelphia College of Pharmacy and Science	14	-	57	24	-	-	-	30	7	3
Point Park College	23	-	64	30	-	-	2	-	8	-
Reconstructionist Rabbinical College	2	-	3	9	-	-	-	-	1	-
Robert Morris College	30	-	80	65	-	-	-	-	32	-
Rosemont College	15	-	40	37	-	-	-	-	15	6
St. Fidelis College	3	-	5	5	-	-	-	-	-	2
St. Francis College	41	4	71	16	-	-	-	-	-	-
St. Joseph's College	55	-	126	209	-	-	9	7	27	-
St. Vincent College	21	1	33	28	-	-	-	-	14	8
Seton Hill College	26	4	45	35	-	-	-	-	-	-
Spring Garden College	16	2	50	25	-	-	5	-	4	-
Susquehanna University	35	1	99	8	-	-	-	-	8	2
Swarthmore College	43	3	145	9	1	-	-	6	14	7
Thiel College	17	-	61	8	-	-	-	-	16	-
United Wesleyan College	4	-	7	4	-	-	-	-	3	-
University of Scranton	13	-	128	49	-	-	-	18	34	-
Ursinus College	12	2	66	12	-	-	-	-	11	4
Villa Maria College	26	-	46	22	-	-	3	-	-	-
Villanova University	49	-	383	130	-	-	143	-	83	13
Washington and Jefferson College	34	1	87	5	-	-	2	-	2	-
Waynesburg College	19	-	52	4	-	-	-	-	14	9
Westminster College	28	3	109	25	-	-	-	-	10	1
Widener College	44	1	111	111	-	3	-	2	15	4
Wilkes College	41	-	139	32	-	-	1	-	-	-
Wilson College	23	1	43	1	-	-	-	-	1	-
York College	14	-	74	66	-	-	2	-	11	-

TABLE 4

PROFESSIONAL EMPLOYEES BY OCCUPATIONAL ACTIVITY, EMPLOYMENT STATUS AND INSTITUTION, FALL 1975--Concluded

	Executive, Administrative and Management		Instructional Faculty		Organized Research Faculty		Teaching Assistants and Associates (Instructional and/or Organized Research)		Others	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Theological Seminaries (17)	71	10	163	94	-	-	-	3	15	18
Biblical School of Theology	6	-	5	1	-	-	-	-	1	2
Christ the Saviour Seminary	1	1	-	6	-	-	-	-	-	-
Eastern Baptist Theological Seminary	4	3	12	14	-	-	-	-	2	10
Evangelical School of Theology	1	2	4	9	-	-	-	-	-	2
Faith Theological Seminary	1	-	10	-	-	-	-	-	-	-
Lancaster Theological Seminary	9	-	10	10	-	-	-	-	-	2
Lutheran Theological Seminary--Gettysburg	3	-	18	2	-	-	-	1	2	-
Lutheran Theological Seminary--Philadelphia	5	-	14	-	-	-	-	-	3	-
Mary Immaculate Seminary and College	5	-	4	2	-	-	-	-	-	-
Moravian Theological Seminary	1	-	5	2	-	-	-	-	-	-
Pittsburgh Theological Seminary	6	2	23	1	-	-	-	-	2	-
Reformed Presbyterian Theological Seminary	-	-	4	-	-	-	-	2	1	-
St. Charles Borromeo Seminary	13	-	18	25	-	-	-	-	3	2
St. Francis Seminary	8	-	12	7	-	-	-	-	-	-
St. Vincent Seminary	-	1	6	10	-	-	-	-	-	-
Theological Seminary of the Reformed Episcopal Church	-	-	4	2	-	-	-	-	1	-
Westminster Theological Seminary	8	1	14	3	-	-	-	-	-	-
Private Junior Colleges (11)	92	7	181	279	1	-	2	2	58	12
Cushing Junior College	6	-	9	10	-	-	2	-	4	-
Harcum Junior College	10	-	25	28	1	-	-	-	18	4
Keystone Junior College	27	-	33	12	-	-	-	1	2	-
Lackawanna Junior College	3	-	10	84	-	-	-	-	10	3
Manor Junior College	7	2	3	36	-	-	-	-	-	-
Mount Aloysius Junior College	13	-	37	8	-	-	-	-	2	3
Northeastern Christian Junior College	8	1	5	17	-	-	-	-	3	2
Peirce Junior College	11	-	37	51	-	-	-	1	19	-
Pennsylvania Junior College of Medical Arts	1	-	4	15	-	-	-	-	-	-
Pinebrook Junior College	4	-	5	9	-	-	-	-	-	-
Valley Forge Military Junior College	2	4	13	9	-	-	-	-	-	-
Proprietary Schools (34)	138	17	388	132	-	-	16	5	35	4
Allentown Business School	2	-	5	12	-	-	-	-	-	-
Altoona School of Commerce	3	1	6	2	-	-	-	-	-	-
Art Institute of Pittsburgh	7	-	53	20	-	-	-	-	2	-
Cambria-Rowe Business College	2	-	7	2	-	-	-	-	-	-
Central Pennsylvania Business School	8	-	34	4	-	-	-	-	-	-
Churchman Business School	3	2	6	5	-	-	-	-	-	-
Dean Institute of Technology, Inc.	5	4	14	14	-	-	2	1	-	-
DuBois Business College	1	3	5	1	-	-	-	-	-	-
Duff's Business Institute	2	1	17	6	-	-	-	-	3	2
Electronic Institutes--Pittsburgh	4	-	12	-	-	-	-	-	2	-
ICM School of Business	6	-	28	2	-	-	-	-	8	-
ICS Center for Degree Studies	11	-	18	-	-	-	11	1	11	-
Johnson School of Technology	2	-	17	1	-	-	-	-	-	1
Keystone Secretarial and Business Administration School	2	-	7	7	-	-	-	-	-	-
Levitan School, Inc.	2	2	4	-	-	-	-	2	-	-
Lincoln Technical Institute	5	-	14	1	-	-	-	-	-	-
Lyons Technical Institute	1	-	4	1	-	-	-	-	-	-
McCann School of Business	1	-	5	-	-	-	-	-	-	-
New Castle Business College	4	-	3	5	-	-	-	-	-	-
New Kensington Commercial School	6	-	6	4	-	-	-	-	-	-
Penn Commercial	3	-	7	-	-	-	-	-	-	1
Penn Technical Institute	7	-	16	1	-	-	2	1	-	-
Pennco Institutes, Inc.	1	-	2	1	-	-	-	-	-	-
Philadelphia School of Office Training	3	4	8	6	-	-	-	-	-	-
Pittsburgh Institute of Aeronautics	6	-	12	2	-	-	-	-	-	-
Pittsburgh Technical Institute	5	-	3	-	-	-	-	-	-	-
Thompson Institute	5	-	9	8	-	-	-	-	-	-
Tracey-Warner School of Fashion Design	4	-	6	4	-	-	1	-	-	-
Triangle Institute of Technology	5	-	16	5	-	-	-	-	7	-
Vale Technical Institute, Inc.	10	-	17	1	-	-	-	-	-	-
Wheeler School	2	-	6	12	-	-	-	-	1	-
Wilkes-Barre Business College	3	-	4	1	-	-	-	-	-	-
Williamson Free School of Mechanical Trades	5	-	13	3	-	-	-	-	1	-
Williamsport School of Commerce	2	-	4	1	-	-	-	-	-	-

a/ Includes the president, state college and university managers, faculty managers, state college and university administrators and faculty administrators.

PART II

INSTRUCTIONAL FACULTY, FALL 1975

Although the count of full-time equivalent instructional faculty grew from 22,965 in 1970 to 24,944 in 1975, there was a slight decline recorded in the current year from the 25,092 recorded for 1974.

There were 33,895 persons employed as instructional faculty at the 188 reporting institutions in 1975. This number included 16,967 men (50.1 per cent) and 4,696 women (13.8 per cent) who were employed on a full-time basis, and 9,559 men (28.2 per cent) and 2,673 women (7.9 per cent) who were employed on a part-time basis. In terms of full-time equivalencies, the 33,895 reported headcount was equal to 24,906 employes, including 19,334 men and 5,572 women.

TABLE 5

FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY BY INSTITUTIONAL CATEGORY, FALL 1970--1975

	1970	1971	1972	1973	1974	1975
Total, All Institutions	22 965	24 377	24 165	24 536	25 092	24 944
State-Owned Institutions	3 875	3 972	4 100	4 077	4 135	4 076
State-Related Commonwealth Universities a/	5 813	6 421	5 700	6 068	6 491	5 983
Community Colleges	1 617	1 799	1 859	1 815	1 877	2 179
Private State-Aided Institutions b/	3 626	3 828	3 900	4 110	4 186	4 224
Private Colleges and Universities	7 569	7 560	7 642	7 532	7 506	7 540
Theological Seminaries	173	200	205	201	186	197
Private Junior Colleges	292	279	285	244	240	279
Proprietary Schools	-	318	474	489	471	466

a/ Includes full-time equivalent organized research faculty for Temple University for all years.

b/ Includes full-time equivalent organized research faculty for the University of Pennsylvania for all years except 1972. In that year, 107 research faculty were reported separately, and, therefore, are not included here.

NOTE: Includes estimated data for all nonresponding institutions.

TABLE 6

FULL-TIME, PART-TIME AND FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY BY SEX AND ACADEMIC AREA, FALL 1975

	Total Headcount	Full-Time		Part-Time		Full-Time Equivalent		
		Men	Women	Men	Women	Total	Men	Women
Total, All Areas	33 895	16 967	4 696	9 559	2 673	24 906	19 334	5 572
Agriculture and Natural Resources	119	103	3	9	4	86	82	4
Architecture and Environmental Design	190	90	6	86	8	136	126	10
Area Studies	61	37	5	14	5	56	49	7
Biological Sciences	1 695	1 055	255	299	86	1 426	1 132	294
Business and Management	2 566	1 122	217	1 045	182	1 751	1 466	285
Communications	225	128	23	54	20	176	149	27
Computer and Information Sciences	262	159	24	69	10	210	181	29
Education	3 096	1 761	765	304	266	2 626	1 786	840
Engineering	1 196	964	12	213	7	923	908	15
Fine and Applied Arts	2 172	1 045	315	476	336	1 642	1 204	438
Foreign Languages	1 122	581	299	91	151	944	586	358
Health Professions	7 675	1 778	980	4 405	512	3 948	2 843	1 105
Home Economics	193	45	96	21	31	143	44	99
Law	245	122	10	102	11	184	170	14
Letters	3 565	1 944	641	564	416	2 936	2 141	795
Library Science	110	50	43	8	9	95	51	44
Mathematics	1 370	912	131	227	100	1 131	965	166
Military Science	120	93	-	27	-	102	102	-
Physical Sciences	1 775	1 384	121	212	58	1 493	1 360	133
Psychology	1 029	592	161	192	84	823	638	185
Public Affairs and Services	429	179	72	138	40	298	207	91
Social Sciences	3 052	2 026	337	526	163	2 579	2 180	399
Theology	357	219	14	119	5	277	259	18
All Other Fields	1 271	578	166	358	169	921	705	216

TABLE 7

FULL-TIME, PART-TIME AND FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY BY SEX AND INSTITUTION, FALL 1975

	Total Headcount	Full-Time		Part-Time		Full-Time Equivalent		
		Men	Women	Men	Women	Total	Men	Women
Total, All Institutions (188)	33 895	16 967	4 696	9 559	2 673	24 906	19 334	5 572
State-Owned Institutions (14)	4 271	3 244	862	115	50	4 076	3 207	869
Bloomsburg State College	281	224	46	8	3	259	215	44
California State College	303	261	41	1	-	303	262	41
Cheyney State College	184	134	49	1	-	183	134	49
Clarion State College	270	207	54	6	3	239	206	53
East Stroudsburg State College	214	153	49	8	4	199	150	49
Edinboro State College	422	348	60	12	2	396	339	57
Indiana University of Pennsylvania	550	418	120	5	7	536	414	122
Kutztown State College	276	207	55	11	3	260	205	55
Lock Haven State College	163	124	38	-	1	163	124	39
Mansfield State College	223	154	30	17	2	210	159	51
Millersville State College	297	222	58	12	5	285	225	60
Shippensburg State College	276	235	37	2	2	247	211	36
Slippery Rock State College	332	236	72	15	9	313	238	75
West Chester State College	480	321	133	17	9	463	325	138
State-Related Commonwealth Universities (4)	8 409	4 596	1 124	2 243	446	5 983	4 759	1 224
Lincoln University	104	68	19	13	4	96	75	21
The Pennsylvania State University	3 386	2 189	437	591	169	2 527	2 092	435
Temple University	1 990	1 192	314	390	94	1 667	1 322	345
University of Pittsburgh	2 929	1 147	354	1 249	179	1 693	1 270	423
Community Colleges (14)	3 350	1 069	582	1 112	587	2 179	1 404	775
Bucks County Community College	348	108	61	100	79	220	134	86
Butler County Community College	103	30	19	42	12	63	41	22
Community College of Allegheny County	666	180	117	230	139	437	263	174
Community College of Beaver County	139	28	31	39	41	99	48	51
Community College of Philadelphia	525	158	108	150	109	323	190	133
Delaware County Community College	263	68	34	105	56	155	106	49
Harrisburg Area Community College	185	91	24	54	16	134	106	28
Lehigh County Community College	113	44	21	36	12	77	53	24
Luzerne County Community College	111	44	16	43	8	75	56	19
Montgomery County Community College	299	85	60	112	42	176	107	69
Northampton County Area Community College	191	52	38	78	23	123	75	48
Reading Area Community College	49	13	11	18	7	32	19	13
Westmoreland County Community College	175	27	21	89	38	98	61	37
Williamsport Area Community College	183	141	21	16	5	167	145	22
Private State-Aided Institutions (13)	7 252	2 484	470	3 764	534	4 224	3 574	650
Delaware Valley College of Science and Agriculture	80	72	5	2	1	79	73	6
Dickinson School of Law	29	12	-	14	3	16	15	1
Drexel University	515	236	43	200	36	361	303	58
Hahnemann Medical College	354	227	61	55	11	246	190	56
Medical College of Pennsylvania	394	87	61	179	67	193	121	72
Pennsylvania College of Optometry	79	36	3	37	3	52	48	4
Pennsylvania College of Podiatric Medicine	112	17	6	85	4	44	36	8
Philadelphia College of Art	143	64	10	43	26	93	78	17
Philadelphia College of Osteopathic Medicine	458	60	15	360	23	126	105	21
Philadelphia College of Textiles and Science	131	58	7	47	19	84	70	14
Philadelphia Musical Academy	80	14	-	46	20	30	26	4
Thomas Jefferson University	1 318	114	23	1 103	78	256	225	31
University of Pennsylvania	3 559	1 487	236	1 593	243	2 642	2 284	358
Private Colleges and Universities (81)	9 376	5 071	1 429	1 976	900	7 5.8	5 755	1 763
Academy of the New Church	27	11	1	10	5	19	16	3
Albright College	96	56	26	8	6	88	59	29
Allegheny College	144	98	20	16	10	124	101	23
Allentown College of St. Francis de Sales	55	27	6	16	6	40	32	8
Alliance College	37	21	4	8	4	31	25	6
Alvernia College	81	10	17	40	14	45	25	20
American College of Life Underwriters	8	6	-	2	-	8	8	-
Antioch Graduate School of Education	22	-	-	17	5	5	4	1
Antioch/Philadelphia	17	3	2	7	5	11	6	5
Baptist Bible College	34	29	5	-	-	34	29	5
Beaver College	82	31	17	22	12	65	42	23

TABLE 7

FULL-TIME, PART-TIME AND FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY BY SEX AND INSTITUTION, FALL 1975--Continued

	Total Headcount	Full-Time		Part-Time		Full-Time Equivalent		
		Men	Women	Men	Women	Total	Men	Women
Private Colleges and Universities--Concluded								
Bryn Mawr College	193	96	60	14	23	167	100	67
Bucknell University	222	176	35	6	5	209	175	34
Cabrini College	52	12	15	11	14	33	15	18
Carlow College	65	17	24	9	15	49	20	29
Carnegie-Mellon University	562	400	55	73	34	491	424	67
Cedar Crest College	74	32	19	12	11	59	36	23
Chatham College	72	34	18	8	12	62	38	24
Chestnut Hill College	85	12	34	20	19	60	18	42
College Misericordia	106	27	50	11	18	95	36	59
Curtis Institute of Music	75	-	1	47	27	26	16	10
Dickinson College	141	110	23	2	6	136	111	25
Drexel University	11	5	-	6	-	8	8	-
Duquesne University	473	232	75	111	55	399	292	107
Eastern College	57	19	8	22	8	39	27	12
Elizabethtown College	137	85	16	18	18	112	90	22
Franklin and Marshall College	141	114	10	13	4	132	120	12
Gannon College	223	101	4	103	15	139	132	7
Geneva College	95	48	12	18	17	70	52	18
Gettysburg College	165	128	15	7	15	151	129	22
Gratz College	42	9	1	18	14	26	18	8
Grove City College	104	84	16	1	3	102	84	18
Gwynedd-Mercy College	80	5	46	15	14	59	9	50
Haverford College	84	61	8	6	9	76	64	12
Holy Family College	77	10	29	25	13	52	18	34
Immaculata College	59	8	32	10	9	47	12	35
Juniata College	81	64	11	1	5	78	65	13
King's College	114	90	4	17	3	99	94	5
Lafayette College	163	137	14	6	6	157	140	17
Lancaster Bible College	15	8	4	2	1	14	10	4
LaRoche College	50	8	12	21	9	31	16	15
LaSalle College	452	157	16	247	32	259	234	25
Lebanon Valley College	106	59	19	20	8	85	64	21
Lehigh University	367	310	26	26	5	337	310	27
Lycoming College	85	64	11	7	3	79	66	13
Marywood College	174	46	71	33	24	135	56	79
Mercyhurst College	112	49	21	25	17	80	54	26
Messiah College	78	36	8	20	14	55	41	14
Moore College of Art	79	25	19	21	14	56	33	23
Moravian College	126	58	17	32	19	89	66	23
Muhlenberg College	119	83	12	14	10	105	88	17
New School of Music	36	4	1	20	11	20	14	6
Northeast Bible College	15	7	2	3	3	12	9	3
Our Lady of Angels College	54	3	25	16	10	29	9	20
Philadelphia College of Bible	39	28	6	1	4	37	29	8
Philadelphia College of Pharmacy and Science	81	49	8	23	1	69	60	9
Point Park College	94	48	16	20	10	84	63	21
Reconstructionist Rabbinical College	12	3	-	9	-	7	7	-
Robert Morris College	145	56	24	50	15	103	72	31
Rosemont College	77	21	19	17	20	50	25	25
St. Fidelis College	10	5	-	4	1	6	6	-
St. Francis College	87	60	11	11	5	78	65	13
St. Joseph's College	335	108	18	176	33	196	167	29
St. Vincent College	81	50	3	28	-	62	59	3
Seton Hill College	80	16	29	9	26	60	19	41
Spring Garden College	75	41	9	19	6	62	51	11
Susquehanna University	107	85	14	3	5	100	84	16
Swarthmore College	154	121	24	3	6	152	123	29
Thiel College	69	51	10	5	3	64	53	11
United Wesleyan College	11	5	2	2	2	8	5	3
University of Scranton	177	121	7	44	5	138	130	8
Ursinus College	78	54	12	8	4	70	57	13
Villa Maria College	68	10	36	6	16	52	12	40
Villanova University	513	318	65	98	32	421	342	79
Washington and Jefferson College	92	83	4	3	2	89	84	5
Waynesburg College	56	47	3	3	1	55	49	6
Westminster College	134	93	16	15	10	118	99	19
Widener College	222	76	35	87	24	161	116	45
Wilkes College	171	108	31	26	6	152	118	34
Wilson College	44	28	15	-	1	43	28	15
York College	140	61	13	43	23	92	72	20

TABLE 7

FULL-TIME, PART-TIME AND FULL-TIME EQUIVALENT INSTRUCTIONAL FACULTY BY SEX AND INSTITUTION, FALL 1975--Concluded

	Total Headcount	Full-Time		Part-Time		Full-Time Equivalent		
		Men	Women	Men	Women	Total	Men	Women
Theological Seminaries (17)	257	159	4	88	6	197	191	6
Biblical School of Theology	6	5	-	1	-	6	6	-
Christ the Saviour Seminary	6	-	-	5	1	2	2	-
Eastern Baptist Theological Seminary	26	11	1	14	-	15	14	1
Evangelical School of Theology	13	4	-	9	-	6	6	-
Faith Theological Seminary	10	9	1	-	-	10	9	1
Lancaster Theological Seminary	20	10	-	10	-	13	13	-
Lutheran Theological Seminary--Gettysburg	20	18	-	2	-	18	18	-
Lutheran Theological Seminary--Philadelphia	14	14	-	-	-	14	14	-
Mary Immaculate Seminary and College	6	4	-	2	-	5	5	-
Moravian Theological Seminary	7	5	-	2	-	6	6	-
Pittsburgh Theological Seminary	24	22	1	1	-	24	23	1
Reformed Presbyterian Theological Seminary	4	4	-	-	-	4	4	-
St. Charles Borromeo Seminary	43	17	1	23	2	30	28	2
St. Francis Seminary	19	12	-	5	2	15	14	1
St. Vincent Seminary	16	6	-	9	1	8	8	-
Theological Seminary of the Reformed Episcopal Church	6	4	-	2	-	5	5	-
Westminster Theological Seminary	17	14	-	3	-	16	16	-
Private Junior Colleges (11)	460	91	90	193	86	279	160	119
Cushing Junior College	19	2	7	-	10	14	2	12
Harcum Junior College	53	9	16	15	13	34	14	20
Keystone Junior College	45	26	7	3	9	39	27	12
Lackawanna Junior College	94	5	5	77	7	42	34	8
Manor Junior College	39	-	3	25	11	9	5	4
Mount Aloysius Junior College	45	6	31	3	5	39	7	32
Northeastern Christian Junior College	22	4	1	11	6	10	7	3
Peirce Junior College	88	18	19	42	9	58	37	21
Pennsylvania Junior College of Medical Arts	19	4	-	4	11	11	6	5
Pinebrook Junior College	14	4	1	4	5	7	5	2
Valley Forge Military Junior College	22	13	-	9	-	16	16	-
Proprietary Schools (34)	520	253	135	68	64	450	284	166
Allentown Business School	17	-	5	6	6	11	3	8
Altoona School of Commerce	8	4	2	1	1	7	4	3
Art Institute of Pittsburgh	73	38	15	10	10	65	45	20
Cambria-Rowe Business College	9	1	6	2	-	8	2	6
Central Pennsylvania Business School	38	12	22	2	2	37	14	23
Churchman Business School	11	5	1	4	1	7	6	1
Dean Institute of Technology, Inc.	28	12	2	14	-	21	19	2
DuBois Business College	6	2	3	1	-	6	3	3
Duff's Business Institute	23	3	14	-	6	23	3	20
Electronic Institutes--Pittsburgh	12	12	-	-	-	12	12	-
ICM School of Business	30	18	10	2	-	28	18	10
ICS Center for Degree Studies	18	12	6	-	-	18	12	6
Johnson School of Technology	18	17	-	1	-	17	17	-
Keystone Secretarial and Business Administration School	14	-	7	3	4	9	1	8
Levitan School, Inc.	4	2	2	-	-	4	2	2
Lincoln Technical Institute	15	14	-	1	-	14	14	-
Lyons Technical Institute	5	4	-	1	-	5	5	-
McCann School of Business	5	1	4	-	-	5	1	4
New Castle Business College	8	2	1	1	4	5	2	3
New Kensington Commercial School	10	3	3	-	4	9	3	6
Penn Commercial	7	3	4	-	-	7	3	4
Penn Technical Institute	17	16	-	1	-	16	16	-
Pennco Institutes, Inc.	3	2	-	1	-	3	3	-
Philadelphia School of Office Training	14	1	7	3	3	12	3	9
Pittsburgh Institute of Aeronautics	14	12	-	2	-	13	13	-
Pittsburgh Technical Institute	3	3	-	-	-	3	3	-
Thompson Institute	17	4	5	2	6	13	5	8
Tracey-Warner School of Fashion Design	10	1	5	2	2	6	1	5
Triangle Institute of Technology	21	15	1	5	-	18	17	1
Vale Technical Institute, Inc.	18	17	-	1	-	17	17	-
Wheeler School	18	1	5	-	12	9	1	8
Wilkes-Barre Business College	5	1	3	-	1	4	1	3
Williamson Free School of Mechanical Trades	16	13	-	1	2	14	13	1
Williamsport School of Commerce	5	2	2	1	-	4	2	2

PART III

SALARIES AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY, 1975-76

Salaries

In the last year, the combined average salary for all instructional faculty employed on 9-10 month contracts rose 5.8 per cent, from $16,135 to $17,067. Increases of 6.0 per cent to $17,762 and 5.0 per cent to $14,523 were recorded for male and female faculty members respectively.

At the four most common professorial ranks, the following changes in average salary occurred with faculty on 9-10 month contracts: professors went from $22,192 to $23,261, an increase of 4.8 per cent; associate professors from $16,945 to $17,763, an increase of 4.8 per cent; assistant professors from $13,422 to $14,178, an increase of 5.6 per cent; and instructors from $10,768 to $11,366, an increase of 5.6 per cent.

Although increases were also gained by those faculty on 11-12 month contracts, the per cent change was not so great. In particular, the combined average salary for men and women went from $18,930 to $19,801, an increment of 4.6 per cent.

It should be noted that after these data were compiled, faculty members from the state-owned institutions were granted a 3.83 per cent increase retroactive to August 16, 1975.

Fringe Benefits

Expenditures of $53.5 million were made for fringe benefits of all full-time instructional faculty during 1975-76, including both those on 9-10 and 11-12 month contracts. The following average expenditures were made for each faculty member for the benefits listed:

	Contract	
	9-10 Month	11-12 Month
Retirement--Vested	$1,344	$1,497
Retirement--Not Vested	2,214	2,717
Hospitalization Plan	334	305
Income Protection	76	88
Tuition Plan	471	560
Housing Plan	1,142	3,596
Social Security	783	802
Unemployment	74	107
Life Insurance	86	63
Workmen's Compensation	51	40

TABLE 8

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9-10 MONTHS BY RANK, SEX AND INSTITUTIONAL CATEGORY, 1975-76

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
ALL INSTITUTIONS	12 507	17 762	3 416	14 523	3 477	23 453	311	21 119	3 951	17 893	801	17 121
State-Owned Institutions [a]	3 071	19 861	812	17 677	1 038	23 739	130	23 399	1 256	19 457	292	19 201
State-Related Commonwealth Universities	2 347	17 968	647	14 452	503	25 835	32	23 068	642	18 759	105	17 781
Community Colleges	1 060	14 812	560	13 806	116	18 590	33	18 183	333	16 174	118	15 826
Private State-Aided Institutions	1 485	20 731	254	15 323	567	27 177	27	24 380	385	19 075	61	17 416
Private Colleges and Universities	4 380	16 119	1 048	12 809	1 223	21 177	87	17 325	1 307	16 163	220	14 758
Theological Seminaries	50	14 240	1	16 300	22	16 109	-	-	13	14 355	1	16 300
Private Junior Colleges	78	11 206	70	9 516	8	11 126	2	11 175	15	11 585	4	11 844
Proprietary Schools	36	8 684	24	7 423	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
ALL INSTITUTIONS	3 942	14 372	1 493	13 666	1 026	11 591	742	11 056	63	12 756	42	11 054
State-Owned Institutions [a]	674	15 759	290	15 453	102	12 540	100	12 234	1	13 541	-	-
State-Related Commonwealth Universities	898	14 407	296	14 421	270	12 104	190	11 713	27	14 363	16	10 479
Community Colleges	443	14 056	278	13 626	164	11 537	122	11 452	4	9 900	7	8 747
Private State-Aided Institutions	413	15 668	97	13 944	109	12 842	57	11 322	11	14 651	12	14 462
Private Colleges and Universities	1 485	13 213	506	12 355	333	10 936	226	10 325	19	10 105	5	10 205
Theological Seminaries	12	12 544	-	-	2	5 475	-	-	1	9 500	-	-
Private Junior Colleges	17	10 289	26	10 065	10	8 853	23	8 714	-	-	2	5 400
Proprietary Schools	-	-	-	-	36	8 684	24	7 423	-	-	-	-

	UNDESIGNATED RANK			
	Men		Women	
	Number	Average Salary	Number	Average Salary
ALL INSTITUTIONS	48	511 677	27	59 573
State-Owned Institutions [a]	-	-	-	-
State-Related Commonwealth Universities	7	12 711	8	10 401
Community Colleges	-	-	2	8 900
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	13	9 514	4	8 500
Theological Seminaries	-	-	-	-
Private Junior Colleges	28	12 423	13	9 497
Proprietary Schools	-	-	-	-

[a] These data do not include the pay increase of 3.83 per cent that was granted in the spring of 1976. This increase was retroactive to August 16, 1975.

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, who teach in the R.O.T.C. program, or who are on contracts of less than nine months.

TABLE 9

AVERAGE SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 11-12 MONTHS BY RANK, SEX AND INSTITUTIONAL CATEGORY, 1975-76

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
ALL INSTITUTIONS	2 515	$20 743	679	$16 310	786	$27 641	85	$23 912	738	$21 268	135	$20 721
State-Owned Institutions a/	10	29 346	-	-	6	32 477	-	-	3	26 395	-	-
State-Related Commonwealth Universities	1 642	23 634	411	18 533	574	30 251	52	25 928	559	22 656	101	21 922
Community Colleges	12	16 073	25	14 024	1	17 375	1	19 500	5	19 653	1	19 300
Private State-Aided Institutions	61	21 149	18	18 555	16	26 335	4	27 315	18	22 161	2	21 231
Private Colleges and Universities	502	16 146	127	15 055	145	21 034	28	19 840	125	16 345	31	16 818
Theological Seminaries	79	14 578	1	12 334	42	15 316	-	-	25	14 595	-	-
Private Junior Colleges	3	14 900	5	11 080	-	-	-	-	1	17 100	-	-
Proprietary Schools	206	11 091	92	8 621	2	17 300	-	-	2	15 050	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
ALL INSTITUTIONS	549	$16 717	186	$16 556	335	$12 129	214	$11 412	35	$16 355	21	$12 627
State-Owned Institutions a/	1	19 416	-	-	-	-	-	-	-	-	-	-
State-Related Commonwealth Universities	332	18 691	136	17 711	94	14 679	93	13 509	26	17 345	8	12 370
Community Colleges	1	18 820	6	15 724	3	11 968	13	13 135	-	-	3	11 316
Private State-Aided Institutions	18	19 148	5	16 129	9	13 904	7	14 519	-	-	-	-
Private Colleges and Universities	183	13 215	36	12 722	33	11 108	20	10 491	8	13 450	9	13 695
Theological Seminaries	11	11 791	1	12 334	-	-	-	-	1	13 860	-	-
Private Junior Colleges	1	13 800	2	12 650	-	-	1	8 500	-	-	1	9 000
Proprietary Schools	2	13 825	-	-	196	10 999	80	8 690	-	-	-	-

	UNDESIGNATED RANK			
	Men		Women	
	Number	Average Salary	Number	Average Salary
ALL INSTITUTIONS	72	$12 962	38	$12 048
State-Owned Institutions a/	-	-	-	-
State-Related Commonwealth Universities	57	12 997	21	13 834
Community Colleges	2	11 253	1	12 753
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	8	14 938	3	14 667
Theological Seminaries	-	-	-	-
Private Junior Colleges	1	13 800	1	12 600
Proprietary Schools	4	9 154	12	8 162

a/ These data do not include the pay increase of 3.83 per cent that was granted in the spring of 1976. This increase was retroactive to August 16, 1975.

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 10

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9-10 MONTHS BY RANK AND TYPE OF FRINGE BENEFIT, 1975-76

	ALL RANKS		PROFESSORS		ASSOCIATE PROFESSORS	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL FRINGE BENEFITS	N/A	$43 817 815	N/A	$13 512 210	N/A	$14 415 882
Retirement Plans--Vested	7 956	10 695 418	1 876	3 922 792	2 380	3 261 453
Retirement Plans--Not Vested	5 432	12 028 028	1 354	3 967 684	1 892	4 399 573
Hospitalization, Surgical and Medical Plans	13 799	4 615 330	3 217	1 101 246	4 255	1 500 550
Guaranteed Disability Income Protection	8 096	614 567	1 880	169 579	2 428	195 039
Tuition Plan	4 091	1 927 538	1 072	821 240	1 233	614 765
Housing Plan	99	113 032	37	26 540	24	10 080
Social Security Taxes	14 154	11 078 410	3 227	2 690 591	4 321	3 537 164
Unemployment Compensation Taxes	8 110	602 654	2 125	143 924	2 518	162 449
Group Life Insurance	13 416	1 154 274	3 134	345 471	4 182	409 081
Workmen's Compensation	13 993	716 147	3 222	228 779	4 289	244 903
Other Benefits	917	272 417	291	94 364	309	80 825

	ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL FRINGE BENEFITS	N/A	$12 416 412	N/A	$3 167 676	N/A	$117 450
Retirement Plans--Vested	2 878	2 867 739	719	564 235	42	40 160
Retirement Plans--Not Vested	1 636	2 917 949	541	731 832	6	6 410
Hospitalization, Surgical and Medical Plans	4 730	1 524 046	1 479	460 764	52	12 719
Guaranteed Disability Income Protection	2 901	194 308	799	48 450	44	2 457
Tuition Plan	1 171	355 937	571	115 644	27	9 750
Housing Plan	12	6 880	14	13 380	-	-
Social Security Taxes	4 899	3 767 895	1 581	1 003 879	58	35 162
Unemployment Compensation Taxes	2 589	200 702	791	86 239	38	4 989
Group Life Insurance	4 585	318 375	1 393	72 866	55	3 434
Workmen's Compensation	4 801	189 610	1 556	50 005	58	1 374
Other Benefits	263	72 971	41	20 382	1	995

	UNDESIGNATED RANK	
	Number Covered	Expenditures
TOTAL FRINGE BENEFITS	N/A	$188 185
Retirement Plans--Vested	61	39 039
Retirement Plans--Not Vested	3	4 580
Hospitalization, Surgical and Medical Plans	66	16 005
Guaranteed Disability Income Protection	44	4 734
Tuition Plan	17	10 202
Housing Plan	12	56 152
Social Security Taxes	68	43 719
Unemployment Compensation Taxes	49	4 351
Group Life Insurance	67	5 047
Workmen's Compensation	67	1 476
Other Benefits	12	2 880

TABLE 11

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 11-12 MONTHS BY RANK AND TYPE OF FRINGE BENEFIT, 1975-76

	ALL RANKS		PROFESSORS		ASSOCIATE PROFESSORS	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL FRINGE BENEFITS	N/A	$9 655 768	N/A	$3 523 949	N/A	$2 933 274
Retirement Plans--Vested	1 734	2 595 979	469	1 033 845	498	798 598
Retirement Plans--Not Vested	1 023	2 779 700	321	1 193 943	313	892 874
Hospitalization, Surgical and Medical Plans	2 881	878 746	783	245 111	808	249 693
Guaranteed Disability Income Protection	1 520	133 815	406	37 940	423	37 031
Tuition Plan	645	361 204	214	135 826	213	119 821
Housing Plan	47	169 010	27	97 600	15	55 610
Social Security Taxes	2 891	2 319 786	758	641 512	804	678 045
Unemployment Compensation Taxes	1 115	118 887	230	19 293	249	18 745
Group Life Insurance	2 744	172 635	770	57 250	789	47 583
Workmen's Compensation	2 823	111 676	767	38 629	791	31 274
Other Benefits	15	14 330	2	3 000	3	4 000

	ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL FRINGE BENEFITS	N/A	$1 869 784	N/A	$962 824	N/A	$112 762
Retirement Plans--Vested	483	547 202	211	147 752	39	43 019
Retirement Plans--Not Vested	175	395 512	144	173 199	7	12 090
Hospitalization, Surgical and Medical Plans	687	188 717	461	155 745	47	11 649
Guaranteed Disability Income Protection	431	34 299	149	18 168	38	3 323
Tuition Plan	37	38 720	111	28 163	6	1 768
Housing Plan	5	15 800	-	-	-	-
Social Security Taxes	694	565 861	499	336 231	47	35 919
Unemployment Compensation Taxes	295	23 222	316	56 246	18	828
Group Life Insurance	643	37 908	412	24 366	47	2 754
Workmen's Compensation	649	20 543	486	17 624	47	1 412
Other Benefits	2	2 000	8	5 330	-	-

	UNDESIGNATED RANK	
	Number Covered	Expenditures
TOTAL FRINGE BENEFITS	N/A	$253 175
Retirement Plans--Vested	34	25 563
Retirement Plans--Not Vested	63	112 082
Hospitalization, Surgical and Medical Plans	95	27 831
Guaranteed Disability Income Protection	23	3 054
Tuition Plan	64	16 906
Housing Plan	-	-
Social Security Taxes	89	62 218
Unemployment Compensation Taxes	7	553
Group Life Insurance	83	2 774
Workmen's Compensation	83	2 194
Other Benefits	-	-

APPENDIX

Definitions

EXECUTIVE, ADMINISTRATIVE AND MANAGEMENT PERSONNEL--Those employes who have primary responsibility for management of the institution or a customarily recognized department or subdivision thereof. Assignments may require the performance of work directly related to management policies or general business operations of the institution or the performance of functions in the administration of a department or subdivision thereof directly related to academic instruction.

INSTRUCTIONAL--Assignments made for the purpose of instruction, usually involving programs in which a student enrolls to earn credit toward a degree or certificate at the institution.

ORGANIZED RESEARCH--Research-related assignments established within the institution under the terms of agreement with agencies external to the institution, or separately budgeted and conducted with internal funds.

TEACHING ASSISTANTS AND ASSOCIATES--Assignments in the instructional or organized research programs that are generally carried on with the guidance of others who exercise primary responsibility. These positions are typically created for and staffed by people with student status at the employing institution.

TOTAL FULL-TIME EQUIVALENT--A measure of total manpower that is derived by dividing the total number of hours worked by all part-time employes in an activity by the normal load of one full-time employe in an activity and adding the result to the number of full-time employes in an activity.

Sources

DEAS-31--"Comprehensive Staff Report, Fall 1975," Division of Education Statistics, Bureau of Information Systems, Department of Education.

OE 2300-3--"Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty, 1975-76," Department of Health, Education and Welfare, Education Division, National Center for Education Statistics.